ANNUAL REPORT

for the fiscal year
ending March 31, 1988

Department of Labour

89-05145/

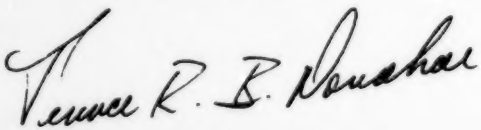
To His Honour

The Honourable Lloyd R. Crouse, P.C.
Lieutenant Governor of Nova Scotia

Sir:

I have the honour to submit herewith the annual report of the Department of Labour for the fiscal year ending March 31, 1988.

Respectfully submitted,



Terence R.B. Donahoe, Q.C.
Minister of Labour

To the Honourable Terence R.B. Donahoe, Q.C.
Minister of Labour

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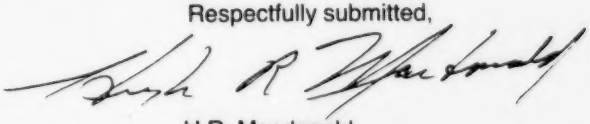

H.R. Macdonald
Deputy Minister

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ORGANIZATION OF THE DEPARTMENT OF LABOUR

*TOTAL PERSONNEL EXCLUDING PART-TIME BOARDS AND COMMISSIONS- 130

ADMINISTRATIVE PERSONNEL

Office of the Minister and Deputy Minister

Minister ..... Hon. Terence R.B. Donahoe, Q.C.
Deputy Minister ..... H.R. Macdonald
Assistant to the Deputy Minister ..... P.F. Langlois

Administration and Accounting Division

Director of Office Services ..... P.G. Horne

Industrial Relations Division

Director of Conciliation Services ..... W. McCallum

Research Division

Director ..... Jean Dobson

Occupational Health and Safety Division

Executive Director ..... Jack Noonan
Director, Occupational Safety Section ..... D.D. Todd
Director, Occupational Health Section ..... T. Mejzner
Acting Director, Mine Safety Inspection and
Mine Rescue Section ..... C. MacDonald
Director, Accident Prevention Section ..... Jack Herbin

Labour Standards Division

Director ..... A.R. Mitchell

Office of the Fire Marshal

Acting Fire Marshal ..... P.F. Langlois

Stationary Engineers Board

Chairman	C.W. Purcell
Inspector-Examiner	K.W. Daniels
Members	R.I. McNabb
	A.B. Hill
	F.J. MacDonald, P.Eng.
	W.C. Harris, P.Eng.

Labour Relations Board

Chairman	Judge R.J. McCleave
Vice-Chairman	P.E. Darby
Chief Executive Officer	K.H. Horne
Members	A.R. Harrington
	L.F. McKay
	M. McIntyre
Alternate Members	P. O'Brien
	F.J. Creaser
	J.G. MacDonald
	E.M. MacNeil
	M. MacDonald
	R. Clarke
	S. Whitehead

Construction Industry Panel—Labour Relations Board

Chairman	Judge R.J. McCleave
Vice-Chairman	P.E. Darby
Chief Executive Officer	K.H. Horne
Members	F.J. Creaser
	E.M. MacNeil
Alternate Members	J.G. MacDonald
	D. MacDonald, Jr.
	A. Rafuse
	A.R. Harrington
	L.F. McKay
	C. "Mark" Cleary

Labour Standards Tribunal

Chairman	Stephen Mont
Executive Officer	G. Ross
Members	M.H. Martell
	Ann Hebb
Alternate Member	Cheryl Taylor

Minimum Wage Board

Chairman	John McIntyre
Members	F. Belshaw
	D. Cook
	G. Davis
	A. Meisner
	B. Ross
	B. Durdle

Board of Examiners for the Certification of Blasters

Chairman	Dave Todd
Members	Walter G. Bisson
	Edward W. Carlson

Board of Examiners of Mining Examinations

Chairman	J. Reid, P.Eng.
Members	A. MacKenzie, P.Eng.
	K. MacLeod, P.Eng.
	H. Slaunwhite, P.Eng.
	C. MacDonald
Secretary	P. Phelan, P.Eng.

INTRODUCTION

The Nova Scotia Department of Labour marked 56 years of service to labour, management, and the general public on March 31, 1988.

The Act that established a department of the government of Nova Scotia called the Department of Labour, to be presided over by the Minister of Labour, was passed March 31, 1932. The annual report for the first year's operation of the Department included reports of the Minimum Wage Board, Employment Services Office, and the Supervisor of Unemployment Relief. Of those three, only the Minimum Wage Board remains.

The Department was assigned additional responsibilities of manpower training in 1981 with the proclamation of An Act to provide for a Department of Labour and Manpower.

In November 1985 the Manpower Section was transferred from the Department of Labour and Manpower and combined with the Vocational and Technical Training portion of the Department of Education forming the new Department of Human Resources, Development and Training eventually named the Department of Advanced Education and Job Training.

On January 1, 1986 the Department of Labour and Manpower assumed increased responsibility for occupational health and safety matters when the new Occupational Health and Safety Act was proclaimed.

On June 25, 1986 the department's name was changed from the Department of Labour and Manpower to the Department of Labour.

The Department of Labour is also responsible for industrial relations, labour standards, fire prevention and protection, and research. Fire prevention and protection are covered in the Annual Report of the Fire Marshal.

OCCUPATIONAL HEALTH AND SAFETY DIVISION

The Occupational Health and Safety Division was formed in January 1, 1986, with the proclamation of the Occupational Health and Safety Act.

The new division was given responsibility for administering occupational health and safety legislation that affected workplaces that fall under provincial jurisdiction, in addition to:

- administering regulations pursuant to the Occupational Health and Safety Act,
- initiating and maintaining a comprehensive education program,
- developing new strategies, regulations, guidelines, codes, and hazard alerts to help prevent occupational related injuries and illnesses.

OCCUPATIONAL SAFETY

The function of the Occupational Safety Division of the Department of Labour is to ensure that the safety and health of the public is protected by the effective administration of Acts and Regulations pertaining to: steam boilers, pressure vessels, refrigeration plants, welding procedures, industrial establishments, elevators and lifts, construction projects and amusement devices and all other work places under the provincial jurisdiction. This Division also has the responsibility of administering the Stationary Engineers Act and Regulations which controls the certification of all power plants and Stationary Engineers in Nova Scotia.

The Occupational Safety Division applies regulations and safety codes in order to maintain safe conditions related to equipment and work and installation of certain types of mechanical equipment. The experience gained by the application of code rules is periodically assessed to determine the need for improving the rules. A code rule or a regulation may be modified; in all such cases a minimum acceptable safety standard must be the basis for any modification.

The Department of Labour contributes to the development of codes and standards principally by way of representation on committees of the Canadian Standards Association.

Inspections on elevating devices and boilers and pressure vessels were carried out on behalf of Labour Canada.

Occupational Health and Safety Act

The Occupational Health and Safety Act embraces all workplaces in the province and is designed to protect all workers from the hazards with which they come in contact at the workplace.

When the Occupational Health and Safety Act became law the Industrial Safety Act and the Construction Safety Act were repealed but the regulations of each of these acts were maintained as regulations pursuant to the Occupational Health and Safety Act.

The Occupational Health and Safety Act requires that employers ensure the health and safety of workers and that employees do everything that is reasonable to protect their own health and safety and that of others at the workplace.

Inspectors appointed under the authority of the Act, may enter any workplace at any reasonable hour of the day or night to inspect, conduct tests, or conduct investigations. Inspectors may also examine documents or plans, discuss the matters of concern with people who are involved, or summons people who are involved, or summons people to give evidence.

An inspector appointed under the authority of the Act may issue a stop work order setting out that certain directions must be carried out within such time as specified. A stop work order may be issued for an entire workplace or any part of a workplace.

A total of 91 stop work orders were issued. In the majority of cases, unsafe conditions were attended to before the effective time and date of the stop work order.

There were 47 noise, air and light surveys conducted in co-operation with the Occupational Health Section of the Department of Labour. Directions issued as the consequences of any survey were made known to the affected parties and the necessary corrective action was carried out. Investigation was made of 59 complaints, which were resolved to the satisfaction of the employer and employee.

One company was found to be in violation of the Industrial Safety Regulations and fined $2,500 and one company was found to be in violation of the Construction Regulations and fined $1,000.

Steam Boiler and Pressure Vessel Act

The Steam Boiler and Pressure Vessel Act applies to steam boilers operating at a pressure in excess of 15 pounds per square inch, and to pressure vessels having an external pressure in excess of 15 pounds per square inch and having an inside diameter of more than six inches. The Act also applies to refrigerator plants having a capacity in excess of three tons in 24 hours. Boilers, pressure vessels and refrigeration plants are initially inspected after installation and subsequently inspected on a regular basis in order to check on conditions that bear upon the life and safe operation of the equipment.

Equipment subject to the Steam Boiler and Pressure Vessel Act is substantially constructed in accordance with the Canadian Standards Association Code for the Construction and Inspection of Boilers and Pressure Vessels. The inspection of equipment manufactured in Nova Scotia is carried out by a Provincial inspector; equipment manufactured outside Nova Scotia and for use in the Province is subject to inspection by a recognized authority in the United States or Canada and is acceptable under the Act upon the basis of a receipt of an affidavit from the manufacturer.

Welders engaged in boiler and pressure vessel construction or repair are tested under Section XI of the American Society of Mechanical Engineers' Code for welding qualifications. A total of 854 welders were tested during the fiscal year.

Elevators and Lifts Act

The Elevators and Lifts Act applies to the installation of Elevating Devices for the Physically Disabled, Passenger and Freight Elevators, Escalators, Dumbwaiters, Manlifts and incline lifts such as Ski-Lifts and T-Bars. The Act also applies to major and minor alterations to elevating equipment. The owners of elevators and lifts are required to have their equipment inspected at least once annually.

The latest edition of the Canadian Standards Association Safety Code for Elevators, Dumbwaiters, and Escalators is the standard that is followed by the inspectors in carrying out their duties under the Act and Regulations.

The Elevators and Lifts Act requires that no person shall commence a new installation or a major alteration of an Elevator, Dumbwaiter,

Escalator, Manlift or Incline Lift until the drawings and specifications have been approved by the Chief Inspector.

No owner of an Elevator, Dumbwaiter, Escalator, Manlift or Incline Lift shall operate it or cause or permit it to be operated unless it is licensed under the Act.

Amusement Devices Safety Act

The Amusement Devices Safety Act provides for the inspection and licensing of amusement devices and temporary structures at carnivals, fairs and amusement parks.

The legislation ensures that the equipment is designed, assembled, dismantled and operated in a manner which will guard against injuries to the general public.

In order to be operated, amusement equipment must be licensed. Licenses will be granted when a Certificate of Inspection has been issued and proof of financial responsibility has been provided to the Amusement Regulation Division, Department of Consumer Affairs. Financial responsibility means that insurance provisions have been made for persons injured or killed while in or about the equipment.

MINE SAFETY INSPECTION AND MINE RESCUE

The Division is responsible for healthy and safe working conditions in all mines under provincial jurisdiction. It is responsible for ensuring rescue training and this service is also provided to mines under federal jurisdiction. Persons working in mines are required to be certified with the levels of certification depending on the job being done. This certification process is administered by a board of examiners.

Mine Safety Inspection

Routine mine inspections are conducted under the authority of the Occupational Health and Safety Act, the Coal Mines Regulation Act, and the Metalliferous Mines and Quarries Regulations Act.

Mine Safety Inspection has a staff of eight working from regional offices in Stellarton, Glace Bay, and Springhill.

Mine Rescue

The Mine Rescue program is designed to promote the application of sound mine rescue principles:
- to protect those actively engaged in the work of recovery in time of emergency,
- to rescue people that may be trapped, and
- to rehabilitate the mine facilities.

The department has a fully equipped mine rescue station in Stellarton.

Mine Rescue Competition

The annual Provincial Mine Rescue Competition was held at the Miners Forum, Glace Bay, on June 19 and 20, 1987. The new task-oriented competition followed the format set for the national competition. Six teams competed in six different tasks (written, bench, first aid, firefighting, smoke room, and obstacle tasks). Each task put the teams through simulated conditions that were as close as possible to a real emergency.

Trophies were given for each task and the overall trophy was won by a team from the Phalen Mine, Cape Breton Development Corporation captained by Gary Wadden.

There was no National Mine Rescue Competition in 1987.

SAFETY TRAINING

The Safety Training Section is responsible for all departmental aspects of training Nova Scotia employers and workers who fall under the Occupational Health and Safety Act.

During the period of this report the section continued to act on its priorities of ensuring Nova Scotians covered under the Occupational Health and Safety Act are aware of their responsibilities and the rights and duties of the occupational health and safety officers. Section officials visited approximately 2,600 establishments with 20 or more workers to ensure they have health and safety committees and offered assistance in training the committees.

The section staff consists of a director, secretary, six accident prevention officers, and a co-ordinator of student safety awareness.

During the period in this report the Safety Training Section made 2,900 contacts with industry/institutions. It also:

1. Conducted 10 asbestos awareness programs which were attended by 240 participants,
2. Conducted 12 farm health and safety programs throughout the province, 300 participants,
3. Conducted 23 Isocyanate programs throughout the province, 600 participants attended,
4. Conducted 10 Accident Investigation Courses, 158 attended,
5. Conducted 36 Health & Safety Committee Courses, 297 attended,
6. Conducted 11 Entry Into Confined Spaces Courses, 201 attended,
7. Conducted 10 overview of Entry Into Confined Spaces Programs, 265 attended,
8. Organized miscellaneous activity dealing with accident prevention structures, awareness programming, responsibility/accountability programming, occupational health and safety act video presentations and special program requests for in-plant programs,
9. Continued to convert the 16 mm film library to a video tape library initially focusing on high demand video,
10. Continued to offer the correspondence course, *Management Guide to Loss Control*. Two hundred and seventy-three participants completed the course. This course deals with modern philosophy in dealing with health and safety problems utilizing the participative format, i.e., management and union, working together to control losses.
11. Participated in programs with the University College of Cape Breton, the Technical University of Nova Scotia, Associations Unions during the year.

The Co-ordinator of Student Safety Awareness Programming made 150 contacts with Institutes of Technology, Adult Vocational Schools, Vocational Schools and other schools in the academic system. During the period in this report the co-ordinator:

1. Was involved in consultative work, information meetings, seminars, courses and presentations which involved 2,500 people.
2. Taught an accident prevention course for third year teachers at the Nova Scotia Teachers College as part of the summer school program. The co-ordinator carried out 21 health and safety audits in the Institutes of Technology and Vocational Schools.
3. Commenced health and safety audits in the Universities and intends to have these facilities audited by the end of the next fiscal year.

4. Continued working with a committee to design a program in occupational health and safety starting in kindergarden.

The Safety Training Section has kept up with the demands of industry/institutes but has not reached its maximum potential. Some employers are reluctant to set up proper health and safety programs, however a change in attitudes and a surge in interest for the section's services is expected in 1988 with the advent of the Workplace Hazardous Materials Information System (WHMIS).

OCCUPATIONAL HEALTH

This Section's responsibility is carried out under the Occupational Health and Safety Act and regulations enforceable under it. The primary objective is the prevention of industrial illnesses.

Throughout the year the Section continued to place emphasis on the awareness of potential and actual hazards in the work environment, special effort being directed towards control and prevention. To achieve this, the staff prepared a number of codes and guidelines as well as participated in educational training programs across the province and provided consultation services in Occupational Health to industry, labour, other government departments and the public.

Staffing

During the 1987–88 year the complement of the Occupational Health Section consisted of a director, secretary, occupational health nursing consultant, and three hygienists.

The Consultant has been active in promoting the development of new services and improvements to existing occupational health services within the industry. This was achieved through direct contact with management and industry employed occupational health nurses, safety personnel and physicians.

Industrial Hygiene

The Section dealt with more than 1,500 telephone and written requests for health and hygiene information and carried out 138 on-site inspections. A backlog of a few inspections and reports remains outstanding at the end of the year. Major effort of the staff continued towards reduction

in this backlog with priorities being given to requests by unions, doctors, management, the public and Department of Labour officers.

In addition to carrying out evaluations based on requests much effort was expended in preparation of detailed codes and guidelines for asbestos. These included:

1. An information package on "Dealing with Asbestos Containing Materials",
2. Code of Practice for Removal of Asbestos Containing Materials,
3. Code of Practice for Managing Asbestos in Buildings,
4. Guidelines for Handling of Asbestos Contaminated Clothing,
5. Guidelines for Maintenance Operations Involving Asbestos Materials,
6. Guidelines for Brake and Clutch Repairs,
7. Guidelines for Field Fabrication of Asbestos Cement (A/C) Sheet,
8. Guidelines for Working with Asbestos Cement (A/C) Pipe,
9. Guidelines for Working with Asbestos Containing Gaskets and Pump Packings,
10. Guidelines for Working with Asbestos Containing Resilient Floor Coverings,
11. Guidelines for Handling Asbestos Containing Ceiling Tile,
12. Guidelines for Outdoor Work with Asbestos (Removal Projects),
13. Guidelines for Demolition Work.

Current plans call also for more routine inspections of specifically identified industries which may have special problems (similar to work done in the past with users of isocyanate paints).

In addition, staff members lectured to groups of federal/provincial and other committees and working groups. As well staff members attended in-house and other training courses/meetings to sharpen, maintain and upgrade their skills.

Occupational Health Nursing Consultant

The Consultant has been active in promoting the development of new services and improvements to existing occupational health services within the industry. This was achieved through direct contact with management and industry employed occupational health nurses, safety personnel, and physicians.

The consultant's work during the year can be summarized as follows:

1.	Telephone and written request for information	218
2.	Plant visits	32
3.	Meetings with management, safety personnel and Occupational Health Nurses	136
4.	Seminars/Presentations attended	24
5.	Extensive committee involvement.	

FATAL ACCIDENTS

There were 16 fatal accidents reported to the Occupational Health and Safety Division during the period contained in this report.

ADMINISTRATION AND ACCOUNTING DIVISION

The Administration and Accounting Division is the internal administration arm of the Department. Essentially, it is responsible for the preparation and control of budgets and appropriations, and the efficient and economical utilization of staff, space, and equipment in consultation with directors of the various divisions. The director recommends promotions, compensation, disciplinary action and terminations to the Deputy Minister after conferring with the directors concerned. The division co-ordinates the various administrative functions of the Department and acts as liaison with other departments of government, the Civil Service Commission, and the Auditor General.

RESEARCH DIVISION

The Research Division is responsible for developing labour information, specialized studies and forecasts to be used in the formation of legislation, programs and administrative policies. Research is carried on both independently and in cooperation with appropriate federal agencies.

During the period under review, work was carried out in the areas of industrial relations and conditions of work as related to the mandate of the Department.

The results of this research were placed at the disposal of the Department, as well as labour, management, the legal community, other government agencies and the general public.

Research Activity

Key provision from all collective agreements are coded and the information entered into a computerized data base. This provides an immediate source of reference on all agreements.

Information on collective bargaining settlements was obtained as well as information on workstoppages, collective agreement expirations and negotiations in progress.

The Division continued the process of summarizing grievance arbitrations filed with the department. These summaries outline the issues involved in a particular arbitration and summarizes the decisions of the arbitrator and the arbitrators' award. Issues are indexed utilizing the Brown and Beatty standard.

As requested, information was provided on conditions of work, legislation and other labour related information.

The Departments Long Range Systems plan was revised in September. The goals and objectives of the plan are being met as scheduled.

Library

The Department of Labour library was established in 1970 to support the interests and activities of the department. As of March 31, 1988 the library collection consists of approximately 4,000 titles (books and government documents) and approximately 360 periodical titles. Material in the li-

brary covers such areas as labour legislation, labour research, conditions of work, industrial relations, fire prevention and protection, and occupational health and safety. The library provides services and information to department staff, other government departments, unions, management and the general public.

INDUSTRIAL RELATIONS DIVISION

The Trade Union Act establishes the right of employees to organize and sets out the procedure for orderly collective bargaining. In an endeavour to encourage and promote harmonious labour-management relations, the Industrial Relations Division was set up to provide conciliation and mediation services to labour and management impartially.

The Industrial Relations Division is charged with the administration of the Trade Union Act. Under the Act, the duties and functions of the Division are many and varied.

Conciliation/Mediation

This includes the appointment of Conciliation/Mediation Officers in labour-management disputes and the processing of Conciliation Board appointments and Industrial Inquiry Commissions regarding negotiations for a renewal or revision of the agreement or the conclusion of a new collective agreement.

Conciliation

A total of 194 cases were dealt with at the Conciliation Officer level; 53 of which were in process April 1, 1987 and 141 were new cases. Of the total, 129 cases were settled at the Officer level; 11 cases lapsed at the Officer level; one case was withdrawn; one case referred to Mediation; two cases referred to Arbitration under the provisions of the Teachers Collective Bargaining Act; one case where certification was revoked and one case where certification was dismissed. There was one case referred to a Conciliation Board and one case referred to an Industrial Inquiry Commission leaving 46 cases pending March 31, 1988.

Conciliation Board Level

There were no cases pending from the previous year at the Conciliation Board Level. One Conciliation Board was constituted and settled at this level during the 1987/88 fiscal period.

Industrial Inquiry Commission Level

There were no cases pending at this level from the 1986/87 fiscal year. One Industrial Inquiry Commission was appointed and settled at this level during the 1987/88 fiscal period.

Mediation

There was one case referred to the Mediation Officer Level and was settled during the 1987/88 fiscal period.

Conciliation Boards

1. City of Halifax	AND	Police Association of Nova Scotia Local 110
Chairman:		R. Lorne MacDougall
Union Member:		Charles A. MacDougall
City Member:		Eric Durnford
		Case Settled

Industrial Inquiry Commissions

1. Technical University of Nova Scotia	AND	Technical University of Nova Scotia Faculty Association
Commissioner:		Merlin Nunn
		Case Settled

Mediation

1. Highland Fisheries Glace Bay	AND	Canadian Brotherhood of Railway, Transport & General Workers, Local 662
Mediator:		W.J. McCallum
		Case Settled

Labour Relations Board

The Labour Relations Board and its Construction Industry Panel carry out the functions related to the certification of trade unions, revocation or amendment of certification and complaints related to jurisdictional disputes. The Board has numerous other functions including the investigation of alleged unfair labour practices and refusals to bargain.

The report for the Labour Relations Board is on page 35.

LABOUR STANDARDS DIVISION

The function of the Labour Standards Division deals with inquiries and complaints from the public about whether a specific employment-related problem is affected by the Labour Standards Code of this Province. Investigations of specific employment related situations are carried out and, if the Labour Standards Code is not being adhered to, the staff of the division takes action to ensure compliance with the Code. The Labour Standards Division also fulfills an advisory role to the public on how the Labour Standards Code should be applied to certain situations.

The Labour Standards Code contains provisions for the setting of minimum wage in all industries; the setting of industrial standards rates for the trades in the construction industry; it prohibits the employment of persons under 14 years of age, unless certain conditions are met, and persons under 16 years of age in certain industries. It requires employers to pay the same wage to female workers performing work that is substantially the same as that performed by male workers in the same establishment; and requires that female employees who qualify be granted maternity leave. It requires employers to maintain certain information in their payroll records; it imposes the requirement that all employees receive vacation pay; it protects an employee's right to receive wages earned; it requires employers and employees to give notice of termination of employment; and it requires that employees who qualify receive pay for certain designated holidays throughout the year.

Any decision rendered by the Labour Standards Division may be appealed to the Labour Standards Tribunal of Nova Scotia, which is established under the provisions of the Labour Standards Code and empowered to make decisions concerning the application of the Code.

Labour Standards staff may, in the course of their duties, carry out routine inspections of an employer's payroll records as well as conduct investigations arising from specific complaints.

During the period of April 1, 1987 to March 31, 1988, routine inspections under the Labour Standards legislation were made throughout the province on 44 establishments, employing 1,085 employees. As a result, 21 firms were found to be in violation, involving 142 employees.

During the same period, 1,202 firms were contacted on complaints and 691 firms were found to be in violation.

Complaints were filed by 1,981 persons; 1,886 complaints were resolved after investigation and 2,160 violations of the code were found in those investigations. A total of $480,977.66 was collected by the Labour Standards Division on behalf of these persons in situations where violations of the Code were found. These violations of the Code are broken down as follows:

Industrial Standards

Six trades in the construction industry in the City of Sydney, and seven in the Cities of Halifax and Dartmouth, come under the provisions of the Industrial Standards Section of the Labour Standards Code.

Trade rates which have been in force in Metropolitan Halifax-Dartmouth and Metropolitan Sydney for more than 11 years have not been renewed by construction industry employer and employee representatives. Therefore these rates are not indicative of current industrial rates in the construction industry in either of these centers.

Further information can be obtained from the Labour Standards Division.

During the fiscal period no violation was found involving this section of the Labour Standards Code.

Hours of Labour

No violation involving this section of the Labour Standards Code was found.

Employment of Children

One firm was found to be in violation of this section of the Labour Standards Code, involving 15 employees.

Equal Pay

No violation involving this section of the Labour Standards Code was found.

Maternity Leave

No violation involving this section of the Labour Standards Code was found.

Records

Three firms involving two persons were found to be in violation of this section of the Labour Standards Code. Management was instructed to keep proper records and agreed to comply.

Vacation Pay

Because the owners cannot be located, 951 Vacation Stamp Books, one envelope containing vacation stamps, and 126 cheques were held. The book contains stamps to the value of $7,211.98, the envelope contains stamps to the value of $1.23, and the cheques total in value $922.49.

There were 483 firms found to be in violation of this section of the Labour Standards Code. As a result of the investigations, 1,306 persons received $196,953.88 as vacation pay. There were no settlements reached involving 243 persons employed with 31 firms.

Minimum Wage

Thirty-six firms were found to be in violation of this section of the Labour Standards Code. As a result of the investigations, 67 persons were paid $8,474.11 as wages by the employers or former employers.

Protection of Pay

There were 308 firms found to be in violation of this section of the Code. As a result of the investigations, 666 persons received $222,640.73 as wages. There were no settlements reached on violations involving 128 persons employed with 26 firms.

Termination of Employment

It was found that 113 firms were in violation of this section of the Labour Standards Code. As a result of the investigations, 126 persons were paid $41,975.11 as wages in lieu of notice by their former employers. There were no settlements reached on violations involving one person employed in one firm.

Holidays with Pay

Seventy-six firms were found to be in violation of this section of the code, which resulted in $10,933.83 as holiday pay being paid to 165 persons by their employer.

Occupational Health and Safety

Under the Regulations pursuant to the Occupational Health and Safety Act individuals who have exercised their right to refuse work they believe to be unsafe or those who feel they have been discriminated against for reasons prohibited by the Occupational Health and Safety Act, may proceed through the Labour Standards Division when they are not subject to a collective agreement. During the period reported the Labour Standards Division received one complaint from a worker who had exercised his right to refuse and who felt he was being discriminated against. That complaint was settled mutually by the employee and employer.

BOARDS AND TRIBUNALS

STATIONARY ENGINEERS BOARD

A part-time board of examiners reviews and assesses all applications and examinations of persons seeking certification under the provisions of the Stationary Engineers Act. The Stationary Engineers Board consists of a chairman plus four other members. The day-to-day operations related to the administration of the Act are carried out by a full-time staff.

The Board's statistical report is on page 43.

BOARD OF EXAMINERS FOR THE CERTIFICATION OF BLASTERS

A part-time Board determines the subject matter in which applicants for Blasters' Certificates of Qualifications should be examined and provides for those examinations to ensure the safety of workers and the public at or near a site where explosives are to be used.

The Board's statistical information is on page 46.

LABOUR RELATIONS BOARD

The Labour Relations Board is a quasi-judicial board established under The Trade Union Act to deal with applications for union certification, revocation, amendment of certifications, failure to negotiate complaints, successor rights, unfair labour practices, jurisdictional disputes, and cease and desist complaints.

The Board is comprised of two management and two labour representatives and an independent chairman. Alternates are appointed for each member.

Construction Industry Panel of the Labour Relations Board

The Construction Industry Panel is also a quasi-judicial body established under the Trade Union Act. The panel deals with union certifications, revocations, amendment applications, failure to negotiate complaints, successor rights, unfair labour practices, jurisdictional disputes, and cease and desist complaints among parties involved in the Nova Scotia construction industry.

The panel is comprised of three members one of whom is an independent chairman. Alternates for each member are also appointed.

Statistical report of the Labour Relations Board and the Construction Industry Panel is provided on page 47.

LABOUR STANDARDS TRIBUNAL

The Labour Standards Tribunal is a part-time body which hears complaints of failure to comply with the Labour Standards Code.

Pursuant to the Code, the complaints may be heard by the Labour Standards Tribunal in the form of appeals by employers against the Director of Labour Standards Order or are appealed by the complainant after the Director has found no violation of the Code. If the Tribunal upon hearing a complaint, finds wages or other benefits owing, it may issue an order to pay. The Tribunal is deemed to hold a mortgage on the assets of the employer for the amount set out in the order which takes priority over all other liens for wages due workmen. The Tribunal's mortgage may be enforced by foreclosure proceedings.

A breakdown of the Sections of the Code violated is shown below. A complaint may involve a violation of more than one Section of the Code.

Violation of:	Total Complaints	Ordered To Pay	Dismissed	Settled	Withdrawn	No Hearing
Minimum Wage	4	1	–	3	–	–
Protection of Pay	26	16	1	2	2	5
Vacation Pay	32	15	3	6	2	6
Termination of Employment	18	5	6	3	3	1
Holiday Pay	3	2	–	1	–	–
	83	39	10	15	7	12

Between the period of April 1, 1987, and March 31, 1988, the Tribunal issued orders to pay amounting to $31,314.77 which represented monies owed to 36 employees. During the same period a total of $10,049.16 was collected in settlement of the above orders affecting 19 employees. Monies were also collected amounting to $3,685.24 during the period, representing payment of Tribunal Orders which were issued in previous fiscal years.

MINIMUM WAGE BOARD

The Nova Scotia Minimum Wage Board which was appointed under the provisions of the Minimum Wage Act, met on several occasions during the year and heard submissions from individuals and organizations on matters within its jurisdiction. The following orders were in effect at the end of the period under review:

Minimum Wage Orders

These rates are for 48 working hours per week. Provisions are set out in the order for overtime, for workers on piece work and for deductions for board and lodging. All time during which an employee is required to wait for work on the employer's premises shall be counted as working time.

Minimum Wage Rates for Experienced Adult Workers

General Order, Beauty Parlour Order, Road Building and Heavy Construction Order, Logging and Forestry Order*:

Rate per Hour	Effective
$4.00	January 1, 1985

*Logging and Forestry Order: As of January 1, 1985, persons with no fixed work week—$775.00 per month.

Minimum Wage Rate for Workers under 18 years

General Order:

Rate per Hour	Effective
$3.55	January 1, 1985

Minimum Wage Rates for Inexperienced Workers

General Order:

Rate per Hour	Effective
$3.55	January 1, 1985

Beauty Parlour Order:

Rates per Hour	Effective
$2.85 1st three months	January 1, 1985
$3.20 2nd three months	January 1, 1985
$3.55 3rd three months	January 1, 1985

BOARD OF EXAMINERS OF MINING EXAMINATIONS

Under the Coal Mines Regulation Act, certain positions in underground coal mining operations must be filled by persons who must meet specified standards of fitness, training and competency.

The Board of Examiners, appointed under the Regulations, is responsible for overseeing the training and setting of examinations and issuing the Certificate of Competency.

The Board consists of five members and one ex-officio member from the Federal Government (Labour Canada).

Training and examination for Certificates of Competency include: mine manager; underground manager; supervisor; mine examiner; mine electrician, first and second class; mine mechanic, first and second class and hoist operato.

The Board is also responsible for making recommendations to the Minister for changes to such Regulations as may be necessary for the Board to properly carry out its duties.

The statistical reports of the Board is provided on page 45.

STATISTICS

Occupational Health and Safety Division

Inspections—Occupational Health and Safety Act
Directions Issued—Industrial Safety Regulations
Directions Issued—Construction Safety Regulations
Inspections—Amusement Devices Safety Act
Inspections—Elevators and Lifts Act
Inspections—Steam Boiler and Pressure Vessel Act
Related Services—Steam Boiler and Pressure Vessel Act
Certificates Issued—Stationary Engineers Act
Inspections Statistics—Mine Safety Inspection
Certificates Issued—Coal Mines Regulations Act

Industrial Relations Division

Summary of Activities—Conciliation Officer Level, Conciliation Boards, Industrial Inquiry Commissions, Mediation Cases
Summary of Activities—Labour Relations Board and Construction Industry Panel
Legal and Unofficial Work Stoppages in Nova Scotia

OCCUPATIONAL SAFETY DIVISION

Inspections—Occupational Health and Safety Act

Inspections	3,988
Accidents Investigated	99
Stop Work Orders	91
Prosecutions	6

Directions Issued Under the Industrial Safety Regulations

Sanitation	12
Ventilation	57
Lighting	13
Machine Guarding	224
Personal Protective Equipment	244
First Aid Facilities	77
Housekeeping	129
Fire Protection	101
Electrical	108
Miscellaneous	2
TOTAL	967

Directions Issued—Construction Safety Regulations

Access to Work Place	88
Bins and Hoppers	0
Bracing and Supports	0
Compressed Air	0
Construction Equipment	0
Demolition	0
Electrical Supply	89
Excavations	111
Explosive Tools	21
Explosives	25
Fencing and Barricades	25
Fire Protection	8
First Aid	56
Flooring	5
Formwork	0
Guarding Machinery	3
Guardrails and Openings	193

Handtools	0
Handling Materials	19
Hoists—Workmen	5
Hoists—Material	8
Housekeeping	184
Ladders	110
Personal Protection	247
Pile-Driving	6
Platforms, Runways and Ramps	14
Portable Power Tools	5
Power Driven Cranes Shovels	3
Repairs to Machinery	8
Sanitation	12
Scaffolds	300
Stairs	20
Tank and Vessels	0
Temporary Heat	0
Ventilation of Excavations	0
Welding and Burning	8
Wharves and Docks	3
Woodworking	3
Working Over Water	4
TOTAL	1,583

Inspections—Amusement Devices Safety Act

Initial Inspections	77
Re-Inspection	285
Surveys of Equipment	0
Total Inspections	362

Inspections—Elevators and Lifts Act

Annual Inspections—Department	1,112
Inspections—New Installations	107
Inspections—Major Installations	7
Equipment Removed from Service	6
Accidents Investigated	23
Inspection of Personnel Hoists	4

Inspections—Steam Boiler and Pressure Vessel Act

General Inspections	373
External Inspections	861
Inspections of New Installations	98
Shop Inspections of Constructions	113
Plant Inspections	415
Piping	152
Hydrostatic Tests	219
Safety Valves Tested	70
Removed from Service—Boilers	3
Removed from Service—Pressure Vessels	8
Accident Investigations	0
TOTAL INSPECTIONS	2,312

Related Services—Steam Boiler and Pressure Vessel Act

X-Rays Examined	4,388
Survey and Registration of Drawings	327
Reports Processed from Ins. Companies	1,303
Welding Tests	854

Stationary Engineers Act

1. (a)	Certificates renewed	4
(b)	Certificates granted through examination	330
	TOTAL	334

2. Applications for Examination Refused 9
(In all such cases the applicants had insufficient practical experience on regular shift to qualify for the class of examination for which they applied).

3. Certificates revoked, cancelled or suspended 1

4. Total fees received $5,215.00

5. New Plant Registrations 24
(No fee required of Plant Registrations)

6. Total Candidates Examined 717
Passed 438
Failed 279

Seven hundred, seventeen applicants were examined within the province. The total number of plants registered is 283.

MINE SAFETY INSPECTION STATISTICS

Total Inspections	414
Total number of infractions (Occupational Health and Safety Act, Coal Mines Regulation Act, Metalliferous Mines and Quarries Act	397
Mine rescue station inspections	45
Mine rescue classes conducted	32
Reportable accidents	114
First aid classes	12

Examination Results for Certification Under the Coal Mines Regulations

CATEGORY	# of Candidates	Passed	Failed
Manager	5	3	2
Underground Manager	9	6	3
Supervisor	7	7	0
Mine Examiner	21	21	0
Hoist Operator	0	0	0
Mine Elec.—1st Class	0	0	0
Mine Elec.—2nd Class	14	14	0
Mine Mech.—1st Class	10	10	0
Mine Mech.—2nd Class	32	31	1
Console Operator	8	8	0
TOTAL	106	100	6

Board of Examiners for the Certification of Blasters

Blasters Registered in 1987–88

First class	—
Second class	—
Third class	—
Fourth class	36

Blasters Registered in Nova Scotia

First class	99
Second class	83
Third class	167
Fourth class	271
TOTAL	620

LABOUR RELATIONS BOARD AND CONSTRUCTION INDUSTRY PANEL SUMMARY OF ACTIVITIES

	BOARD		PANEL	
	1987/88	1986/87	1987/88	1986/87
Application for Certification				
Granted	43	21	53	77
Dismissed	18	24	10	2
Withdrawn	1	7	4	1
Lapsed	3	–	–	–
Application for Amendment Orders				
Amended	5	13	–	–
Varied	–	–	–	–
Dismissed	2	4	–	–
Withdrawn	5	4	–	–
Confirmed	–	–	–	–
Application for Revocation of Certification				
Revoked	2	3	–	2
Dismissed	–	1	1	–
Withdrawn	–	–	–	–
Complaints of Unfair Labour Practice				
Violation found	1	1	–	1
Dismissed	2	7	–	–
Withdrawn	15	12	–	4
Complaints, Failure to Negotiate, Section 33(a)				
Violation found	–	1	–	–
Dismissed	1	–	–	–
Withdrawn	5	6	–	–

	BOARD		PANEL	
	1987/88	1986/87	1987/88	1986/87
Complaints re Collective Bargaining, Section 33(b)				
Violation found	–	1	–	–
Dismissed	–	–	–	–
Withdrawn	2	1	–	–
Application for Reconsideration of Board or Panel				
Granted	–	–	–	–
Dismissed	–	–	2	1
Withdrawn	1	1	–	–
Application for Declaration of Successor Rights, Section 29				
Granted	–	2	4	4
Dismissed	–	3	2	3
Withdrawn	1	3	4	3
Application for Declaration of Successor Rights, Section 30				
Granted	1	2	–	–
Dismissed	–	1	–	–
Withdrawn	–	–	–	–
Complaints Alleging Illegal Work Stoppage				
Interim order	–	1	1	1
Dismissed	–	–	–	–
Withdrawn	–	–	–	–
Settled at officer level	–	2	2	3

	BOARD		PANEL	
	1987/88	1986/87	1987/88	1986/87
Complaints Alleging Jurisdictional Disputes, Section 50				
Interim order	–	–	1	2
Dismissed	–	–	–	–
Withdrawn	–	–	–	–
Confirming order	–	–	–	–
Application for Reconsideration of Panel, Section 93				
Confirmed	–	–	–	4
Revoked	–	–	2	2
Withdrawn	–	–	6	2
Applications Arising from Section 28				
Withdrawn	1	–	–	–
CASES LAPSED	–	–	–	–

Industrial Relations Division

Conciliation Officer Level	1987/88	1986/87
In Process April 1, 1987	53	37
New During Period	141	144
TOTAL	194	181
Settled at Officer Level	129	119
Referred to Conciliation Board	1	0
Referred to Industrial Inquiry Commission	1	0
Referred to Mediation	1	1
Referred to Arbitration—Teachers' Collective Bargaining Act	2	0
Conciliation Lapsed	11	3
Conciliation Withdrawn	1	4
Certification Revoked	1	1
Certification Dismissed	1	0
In Process March 31, 1988	46	53
TOTAL NUMBER OF CASES AT OFFICER LEVEL	194	181
Conciliation Boards		
In Process April 1, 1987	0	1
New During Period	1	0
TOTAL	1	1
Settled at Board Level	1	1
In Process March 31, 1988	0	0
TOTAL NUMBER OF CASES AT BOARD LEVEL	1	1
Industrial Inquiry Commission Level		
In Process April 1, 1987	0	0
New During Period	1	0
TOTAL	1	0
Settled at Commission Level	1	0
In Process March 31, 1988	0	0
TOTAL NUMBER OF CASES AT COMMISSION LEVEL	1	0

Mediation Level

In Process April 1, 1987	0	0
New During Period	1	1
TOTAL	1	1
Settled During Period	1	1
In Process March 31, 1988	0	0
TOTAL NUMBER OF CASES AT MEDIATION LEVEL	1	1

Legal & Unofficial Work Stoppages in Nova Scotia April 1, 1987 to March 31, 1988

	Work Stoppages			Person Days Lost		
	Legal	Unofficial	Total	Legal	Unofficial	Total
Industry						
Service	3	–	3	1,920	–	1,920
Trade	1	–	1	350	–	350
Manufacturing	2	–	2	42,978	–	42,978
Mining	1	–	1	250	–	250
Duration						
1 day or less	–	–	–	–	–	–
2–6 days	1	–	1	106	–	106
7 or more	6	–	6	45,392	–	45,392
No. of Workers						
50 or less	5	–	5	3,598	–	3,598
51–200	1	–	1	1,100	–	1,100
201–500	–	–	–	–	–	–
501 or more	1	–	1	40,800	–	40,800
Person Days Lost						
50 or less	–	–	–	–	–	–
51–200	–	–	–	–	–	–
201–500	2	–	2	600	–	600
501 or more	5	–	5	44,898	–	44,898